




# GENERAL FIRE SUPPORT UNIT

MOU Contract 2017-2020

The County  
pays a large portion  
of your healthcare premiums.

## MEDICAL PREMIUM SUBSIDY




Employee-Only	\$172.75
Employee +1	\$360.66
Employee +2 or more	\$488.70

## MEDICAL OPT-OUT/WAIVE


If you have other employer-sponsored group coverage and do not enroll in the County's medical plans, you will receive an extra \$40 per pay period.

## DENTAL PREMIUM SUBSIDY



\$9.46 (requires enrollment in a County medical plan)

## VISION



No Cost for Employee & Dependent Coverage

Benefit rates listed for  
full-time employees (61-80 hours)  
per biweekly pay period unless otherwise noted.

## LEAVE PROVISIONS

<b>Vacation</b>	80-160 hours per year <i>Cash-out option up to 60 hours per year if 80 hours of vacation used in previous year</i>
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<b>Sick</b>	3.69 hours per pay period
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<b>Holiday</b>	13 + 1 floating per year
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<b>Bereavement</b>	2 days per occurrence <i>(3 if traveling &gt;1,000 miles)</i>
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<b>Perfect Attendance Leave (PAL)</b>	Up to 16 hours PAL or annual gym membership reimbursement up to \$299
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## Employees are our most valuable resource.

### COUNTY-PAID BENEFITS

#### TOOL ALLOWANCE

\$600/year

#### STATE DISABILITY INSURANCE

Premium paid by Employer

#### BASIC TERM LIFE INSURANCE

\$20,000

#### RETIREMENT

##### **SBCERA Retirement Formulas**

*Reciprocity provisions may apply*

**Tier I** 2.0% AT AGE 55  
*Hired PRIOR to Jan 1, 2013*

**Tier II** 2.5% at age 67  
*Hired ON or AFTER Jan 1, 2013*

##### **457(b) Deferred Compensation**

Eligible to participate upon hire. County will match half of your contribution up to 0.5% of your base salary after one year.

##### **Retirement Medical Trust (RMT)**

###### **County Contribution**

(Based on continuous years of service):

10-14 years = 1.0% of biweekly base salary  
15-19 years = 1.25% of biweekly base salary  
20+ years = 1.5% of biweekly base salary

###### **Sick Leave Conversion**

Upon separation, eligible to convert a portion of your sick leave into the RMT upon attaining 10+ years of participation with SBCERA and or other public retirement.

### VOLUNTARY PARTICIPATION PROGRAMS

#### **Supplemental Term Life Insurance**

Have financial security with extra term life coverage for yourself and your family with coverage up to \$700,000.

#### **AD&D Insurance**

Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000.

#### **FSA**

Pre-tax account for qualified health care expenses up to \$2,750 annually.

#### **DCAP**

Pre-tax account for qualified dependent care expenses up to \$5,000 annually.

#### **529 Savings Plan**

Invest for future educational expenses with tax-free earnings. Contact Voya to enroll.

#### **Combined Giving**

[link.sbcounty.gov/CombinedGiving](http://link.sbcounty.gov/CombinedGiving)  
Give back to the community via one-time or ongoing payroll deductions.

#### **Commuter Services**

[www.sbcounty.gov/rideshare](http://www.sbcounty.gov/rideshare)  
Help the environment, reduce traffic, save money and earn rewards with your commute.

#### **Employee Discounts**

[sbcounty.perkspot.com](http://sbcounty.perkspot.com)  
Save big at hundreds of national and local merchants

#### **Wellness Program**

[www.sbcounty.gov/wellness](http://www.sbcounty.gov/wellness)  
Information, resources and rewards to support your healthy lifestyle.

#### **Annual Tuition Reimbursement**

\$500/fiscal year